

Proven Ways To Drive Inclusion – Numbers Behind the Methods



Thurman V. White, Jr. (Moderator)

Chief Executive Officer, Progress Investment Management Company

Progress Investment Management Company, LLC is an employee-owned institutional asset management firm based in San Francisco, California. Progress is a multi-manager investment specialist and leader in working with diverse boutique investment managers, including MWBE investment firms. Progress manages almost \$8 billion in assets for a blue chip list of U. S. institutional investors. Progress offers investment strategies in various asset classes including global and international equities, U. S. equities, fixed income, and hedge fund strategies.

As CEO, White is responsible for the vision, values and culture at Progress, as well as providing overall strategic leadership. He chairs the Progress board of directors and Management Committee; he serves as a member of the Investment Committee. He has held a variety of senior leadership positions with the firm during his 24-year tenure.

White holds an undergraduate degree in public and international affairs from Princeton University, a master's degree in communications from Stanford University and a law degree from Boalt Hall School of Law, University of California, Berkeley. He is a member of the California Bar.

White is married, the father of three sons with four grandchildren. He serves on the Board and chairs the Investment Committee for the Silicon Valley Community Foundation, the largest community foundation in the U.S. He is a person of faith and actively involved in lay ministry in his local church.

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Frank Dobbin

Professor of sociology, Harvard

Frank Dobbin is professor of sociology at Harvard. He holds a BA from Oberlin College and a Ph.D. from Stanford University. His *Inventing Equal Opportunity* (Princeton University Press, 2009), which won the Max Weber and Distinguished Scholarly Book Awards from the American Sociological Association, charts how corporate human resources professionals defined discrimination under the Civil Rights Act.

With Alexandra Kalev, he is developing an evidence-based approach to diversity management, studying both the effects of corporate diversity programs on actual workforce diversity, and the effects of workforce diversity on corporate performance. In related work, he is exploring how university personnel and diversity programs can promote faculty diversity.

In a new project, Dobbin is evaluating the effects of corporate board diversity on firm behavior and profitability. In another line of work, he studies how the shareholder-value revolution has altered corporate strategy and risk management.

Before moving to Harvard in 2003 Dobbin taught at Princeton for 15 years. He has held fellowships from the Russell Sage Foundation, the Center for Advanced Studies in the Behavioral Sciences, the Radcliffe Institute, the John Simon Guggenheim Foundation, and the Safra Center for Ethics at Harvard.

Why Diversity Programs Fail by Frank Dobbin and Alexandra Kalev

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Celia Pohani Huber

Senior Partner, McKinsey

Celia Pohani Huber is a senior partner in McKinsey's Silicon Valley Office, and focuses on advising organizations on strategies to thrive within a context of global industry and regulatory change. Over 20 plus years, her client service has spanned healthcare, insurance, benefits, and other financial institutions - including for profit, not-for-profit and public sector.

Celia's focus is leading major strategy development initiatives, including creating growth strategies in the consumer and B2B/group markets, designing international market entry strategies, improving financial performance of struggling business units, redefining product distribution channels, and understanding deeper consumer insights to drive new product penetration.

Her recent work has focused on counseling senior executives on due diligence for new capabilities/ technologies, merger management, and the creation of innovative partnerships. She also leads McKinsey's West Coast Healthcare CEO roundtable, convening 25 CEOs quarterly to discuss industry issues.

In conjunction with her client work, Celia is passionate about driving gender parity in the workforce. She conducts research, is a frequent speaker, and has created developmental training programs on the topic.

Celia is an active board member of Citizens United for Research in Epilepsy (CURE) and part of the governance sub-committee. She holds an M.B.A. from the Stanford University Graduate School of Business and a B.B.A. from the University of Texas at Austin where she graduated with High Honors.

Women in the Workplace, 2016 by McKinsey&Company

How to Accelerate Gender Diversity on Boards by McKinsey&Company